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. . . The 164th meeting of the CIA RETIREMENT BOARD convened at 2:00 p.m. on Thursday, 2 September 1971, with the following present:

Mr. Harry B. Fisher, Chairman

25X1A9a

. . . The Board approved the Minutes as presented . . .

MR. FISHER: [REDACTED] We have six cases of 15 year reviews of those who seem to be qualified for the CIARDS.

25X1A9a [REDACTED] Recommend approval.

. . . This motion was then seconded and passed . . .

MR. FISHER: Then we have 43 cases of people who have five years of Agency service and who are now qualified for designation based on at least 18 months of service.

25X1A9a

25X1A9a

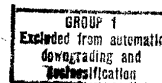
[REDACTED] A couple of minor questions. One on the time on

[REDACTED] It seemed like there was more qualifying service than

Agency service there.

25X1A9a

[REDACTED] She has been with the Agency 6 years and 17 days and she has 6 years and 17 days of qualifying service. She was hired overseas and she is still there.



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25X1A9a [REDACTED] Another question I had was in the three boxes under Service Agreement, the last box reads: nominee is overseas -- that seems to be the intent of that box -- but I noticed in maybe half a dozen of these cases that that has been crossed out, and I wondered if there was an understanding now that even though the nominee is not now overseas, you don't have to get a Service Agreement <sup>from</sup> ~~for~~ him.

25X1A9a [REDACTED] If the nominee is not available otherwise, you say  
 25X1A6a [REDACTED] or is on leave, we have just been crossing that out and getting it later. But we do get it before he is put in the System. Nobody is put in the System until I have that.

25X1A9a [REDACTED] And you would wait until he gets back from overseas?

25X1A9a [REDACTED] No, we write for it -- send a sterile version overseas.

MR. FISHER: Let me add at this point there has been legislation recently which has strengthened, really, the importance of this Service Agreement. As a result of a case taken to court -- and a Comptroller General decision, I think, in addition, it is now clear for the whole Government service that if a man refuses to move with an agency that is moving a couple of hundred miles away, he is entitled to a discontinued service annuity, but if the nature of the man's agreement with the agency is such that he will serve wherever his services are needed, then he can be terminated for not accepting it and not even given a discontinued service annuity. Now we have never been that tough -- particularly the DDP in Vietnam cases, for example. I'm certainly not saying we do it. I'm just pointing out the additional significance of an agreement which makes it pretty clear you are agreeing to serve wherever you are sent -- and if you don't comply you can be terminated -- in a sense, for cause, for not living up to an agreement. I'm not recommending we do it, but it does give a lot of strength to the System. So it's not an empty piece of paper. It's hard for me to conceive of a case where a guy was qualified for discontinued [REDACTED] service where he wouldn't be given that alternative.

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25X1A9a                   The next case is [REDACTED], a staff agent -- obviously completely qualified.     Here we need a nomination to designate him as a participant in the System and to recommend approval of his request for voluntary retirement.

25X1A9a                   [REDACTED] So recommend.  
[REDACTED]:     Second.

. . . This motion was then passed . . .

25X1A9a                   MR. FISHER:     We have a couple of add-ons. [REDACTED]  
55 years of age, 27 years of Federal service - 23 with the Agency, 64 months of qualifying service, wants to voluntarily retire on 30 September.     And

25X1A9a                   [REDACTED] 48 years old, 25 years of Federal service, 20 with the Agency, [REDACTED] 130-plus months of qualifying service -- fully qualified -- wants to go out under the involuntary provisions on 17 November 1971.     I'd like nominations that these requests be approved.

. . . Motion was then made, seconded and passed,  
approving the above requests . . .

25X1A

25X1A9a                   [REDACTED] I have two more -- both voluntary --  
[REDACTED]

MR. FISHER:     I think we should record for the record the nomination was made, seconded and passed -- with [REDACTED] abstaining in his case.

25X1A9a

. . . Motion was then passed, approving both of  
above cases . . .

25X1A9a                   MR. FISHER:     We can move on to the 15 year reviews.     The first one is [REDACTED] OCR, 49 months and 29 days, but apparently no other qualifying service.     The recommendation is that he be transferred back to the Civil Service Retirement System.

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25X1A9a [REDACTED] He belonged to another Career Service when he was put in, and that was the reason he got in.

MR. FISHER: There's very little likelihood he is going to get in the CIARDS.

25X1A9a And we have [REDACTED], Office of Finance, with 15 months and 14 days, but no plans for getting the additional 10 months prior to his 15th anniversary date.

25X1A9a And finally, [REDACTED] Office of Communications, who has only 46 months and 3 days, with no immediate expectancy he will be able to complete it by his 15th anniversary.

I would like a motion that all three of these individuals be transferred back to the Civil Service system.

25X1A9a [REDACTED] So move.

. . . This motion was then seconded and passed . . .

25X1A9a

MR. FISHER: Next we have a request from [REDACTED] to be extended for 10 months. I must admit I was sort of for sending this back — if the man is asking for 10 months, but there is a little more compelling reason in his case in that while he has the routine problem of sending kids through school, he apparently has spent a lot of money for [REDACTED] FOIAb6

FOIAb6 [REDACTED]. I was inclined to say, for my part, I was ready to recommend [REDACTED] that this was for compassion here, and we could go for the 10 months. But

25X1A9a I do think in view of what has happened, I want to check back with [REDACTED]

25X1A9a or [REDACTED] and say, "What about this 30 June 1972 date - isn't this becoming a lot more meaningful to you? can you afford to carry this man beyond that point?" I was not able to reach either one of them, but before I do talk to them I would like to hear how you all feel about it.

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25X1A9a [REDACTED] I have the same question: whether the DD/S would endorse this today. This was submitted back in June.

25X1A9a [REDACTED] And I don't know the answer to that, Harry. I guess we would have to get back to Jack or Van - in view of today's DDS meeting.

MR. FISHER: Right.

25X1A9a [REDACTED] Why has this been held up?

25X1A9a [REDACTED] Because of the allegation in [REDACTED] paper.  
25X1A9a When this came over to RAD it was sent through External Employment Assistance Branch just for their comment on the fact that [REDACTED] said [REDACTED] had been  
25X1A9a working with EAB. The Chief of EAB talked to someone over in Logistics Personnel and sent it back over saying would they want to rewrite it, since  
25X1A9a this statement is not true — that [REDACTED] came there one time, but he has not been working with EAB. And I didn't get it back until the 12th of August.

MR. FISHER: You're saying that is not true, then?

25X1A9a [REDACTED] He came to EAB one time, with a resumé, not even a resumé they could work with but just a basic resumé -- [REDACTED] and that's all he has seen them.

MR. FISHER: I think that is significant for the Board to know.

25X1A9a [REDACTED] Because otherwise had we reviewed it in June, we might very well have approved it. I don't know.

MR. FISHER: Well, before I even talk to Jack, how does the Board feel about the 10 month extension? I mean, assuming that Jack says - "I Still think this is a compassionate case and I'm ready to give it to him." Is the Board so inclined?

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25X1A9a [REDACTED] Harry, the record is a little thin here because you would have to assume that he has no other resources -- but that is an assumption.

MR. FISHER: As a matter of fact, as he indicates he is really in fairly good shape as far as his mortgage is concerned - it's down to \$6,000.

25X1A9a [REDACTED]: It just seems to me if you are going to do it on financial compassionate grounds, that there ought to be some showing --

MR. FISHER: Of what other income.

25X1A9a [REDACTED] Yes, or lack of it.

MR. FISHER: He has indicated his take home pay will be so much --

25X1A9a [REDACTED] An \$11,000 annuity.

MR. FISHER: It could be argued -- He is saying the \$9,000 is a gross amount -- I don't know exactly what is taken out of it of course -- but it's down to \$950 per month. Actually, the \$400 a month it would seem to me he could more than make that up in outside employment. Doesn't sound like a terrible drop. So I think that, too, is a consideration. I mean, frankly I would be happier if it was an extension only until 30 June.

25X1A9a [REDACTED] I think if we were considering this prior to last week's development, I still think 30 June would be sufficient. But with what has happened in the past few days, I think Jack ought to take a look at it again.

MR. FISHER: I think he is going to be willing to go to 30 June because that is the date everything counts -- if he is off the rolls by 30 June, both in terms of average grade and on duty strength and so on.

25X1A9a [REDACTED] Why don't we defer this one until they have a chance to discuss it.

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25X1A9a MR. FISHER: I would like to have been able to tell [REDACTED] that we're not going to buy 10 months, if that was the case, or we will buy 10 months, if that was the case, and then let him make his mind up.

25X1A9a [REDACTED] has entered another thing into this. The next story would be: if you want to go for the 10 months, we would be interested in seeing some information about other income as the basis for this compassionate plea. I will try it on Jack that way. But again, I am assuming if Jack says 30 June, we are ready to go on it.

25X1A9a [REDACTED] That is what I was going to suggest, say we would have no trouble with 30 June.

MR. FISHER: Okay. As I sense the feeling here, the Board would prefer seeing this 30 June from an overall Agency standpoint.

25X1A9a [REDACTED] Right.

MR. FISHER: I wonder if we are ready to just take it out of his hands and say: "Acting on behalf of the Agency as a whole, we recommend he not be extended beyond 30 June." This will still give him from September until June to work with EAB and find other employment, which obviously he wants. And really he should be able to find employment that would bridge the gap between a fairly substantial annuity and what he has been making. I guess trying to put it the other way, if [REDACTED] came back and said - "No, I still want him to go 10 months" -- is the Board ready to do that?

25X1A9a

25X1A9a [REDACTED] Ask for the financial statement.

MR. FISHER: Without any input from Jack, what is the consensus of the Board right now on June versus December? How do you feel?

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25X1A9a [REDACTED] Well, strictly in today's market I'd say 30 June, but I would also like to know the sort of thing John was asking about, before we consider the full time.

MR. FISHER: For just four months I figured to heck with it.

25X1A9a [REDACTED] Whether ~~we go~~ for any more would depend on any case he can make for hardship.

25X1A9a [REDACTED] 30 June would be the maximum as far as I was concerned.

25X1A9a [REDACTED] I would agree, yes.

MR. FISHER: I think we have a case right now, then.

25X1A9a [REDACTED] Say 30 June then.

MR. FISHER: The Board recommends the extension be only until the end of this Fiscal year, with the understanding he work with EAB now in an effort to find a job that could well makeup more than the ~~small~~ small difference between his annuity and what he was making. Okay, I will call Jack anyway, and he may be happy we took this action for him.

25X1A9a [REDACTED] And that he work seriously with EAB in the mean-time.

MR. FISHER: You probably don't remember the details of this ..... case. This is the one where I think we all recognized it was kind of a rough case, but yet we couldn't really see giving an extension to this woman, and we told her that if the circumstances in her case changed significantly, she could come back to the Board. And the Director put a personal note on that one saying: Please do everything you can to help find this woman another job. Just as a matter of interest, he really reads these things and he sensed this woman was a little tougher than some we turn down and went that little step further to say - "Really try and help her."

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. . . The motion as stated by Mr. Fisher above  
was then seconded and passed . . .

25X1A9a MR. FISHER: The next one is [REDACTED] Support Career  
Service. The request is for domestic qualifying service of 3 months  
and 7 days. And it is interesting to me, at least, that we have a pretty  
clear recommendation for a turn-down by Mr. Wattles. And I wasn't  
all that sure when I read it.

25X1A9a [REDACTED] I am not either. I don't agree with Wattles on this one.

25X1A9a [REDACTED] I just don't know how much tradecraft is involved  
in giving "... financial and administrative briefings to covert agents, many  
of them foreign national at safehouses and covert sites [REDACTED] 25X1A  
[REDACTED]

MR. FISHER: I have no trouble at all with the 66 days. The  
banking one leaves me a little cold. But not the 66 days of briefing.

25X1A9a [REDACTED] That sounded pretty allowable.

MR. FISHER: It really sounded pretty good. They were at safe-  
houses. Bear in mind we are looking for 3 months here. The second  
one -- paragraph (b) -- I couldn't quite get my hands on that one. The  
offer something, and yet we have a lot of  
25X1A [REDACTED] duties -- you know, they [REDACTED]  
armed couriers around and we're not ready to give it to all of those people.  
But I wasn't sure that we couldn't squeeze 90 days out of this thing. I  
don't know. How did you all feel about it?

25X1A9a [REDACTED] I can vouch for paragraph (a) since that happened  
during a period when I knew Bill, and <sup>he</sup> did go out and provide briefings with  
interpreters many times -- meeting them in hotels, safehouses, etc.

25X1A6a Covert contacts, in a way. It may have happened also when he was in  
[REDACTED] I don't know. But he did a lot of this in our division when I was  
with it.

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MR. FISHER: Charlie, Do you know anything more about the --

25X1C

25X1A9a [REDACTED] You are really reaching!

25X1A9a [REDACTED] Hand a deposit slip to a cashier -- and push it across  
a window.

MR. FISHER: Well, I must admit I can't go for paragraph (e),  
either.

25X1A9a [REDACTED] I take it (d) was just a desk job right here at Head-  
quarters.

25X1A9a [REDACTED] Yes, in the earlier days in Finance.

MR. FISHER: I guess the only thing that might make it different  
is that a courier is sort of a professional armed escort and this guy is sort  
of doing it as a departure from his normal employment. Frankly, I'd  
like to reach when you are down to almost 30 days.

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25X1A9a [REDACTED] In that duty there were about 20 of us that had to go down to Treasury and fire on the range there and qualify, and we were then escorting. But I think this is now done by Security. They have security [REDACTED] escorts.

MR. FISHER: I am very much on the fence on this one.

25X1A9a [REDACTED]: I think (a) and (b) would probably give him enough to justify it.

MR. FISHER: Let's put that into a motion. Anybody second that? Or do we need more discussion?

25X1A9a [REDACTED] Let me say I don't think Wattles or DDS would mind being overruled. But they were having difficulty saying --

MR. FISHER: That didn't bother me. I think Wattles put down how it hit him. He and I have taken different sides on [REDACTED] some of these before.

25X1A9a [REDACTED]: And this fellow clearly will have no TDY or anything?

25X1A9a [REDACTED] He has been considered for several TDY's, but it just hasn't worked out. One in particular -- but his daughter was getting married right in the middle of the period.

25X1A9a [REDACTED] Well, undoubtedly he will be getting it, with his qualifications -- manufacture it or take somebody off a TDY and put him on it.

25X1A9a [REDACTED] We could, possibly.

MR. FISHER: One thing that bothers me -- I realize it shouldn't be completely pertinent -- but the one question Colonel White asks me every time is: Is he ready to retire?

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25X1A9a [REDACTED] Let me say, if he were, I'd feel a little differently about this.

MR. FISHER: He just wants to get in CIARDS.

25X1A9a

[REDACTED] I think so.

Yes, that gives it a little different light.

[REDACTED] He is giving it the <sup>old</sup> college try. Figures he will get TDY if he doesn't. But why not try? Can't blame him.

MR. FISHER: I assume he is going to have the opportunity to get some. Is it inconceivable he would get some additional TDY?

25X1A9a

[REDACTED] No, it's not inconceivable. He, I think, could be given additional TDY. Could we go back and say, if this was tied to [REDACTED] a request for retirement --

MR. FISHER: We could be very human about it and go back and say we can't quite see this as qualifying service, and it is hoped in your remaining career you will have an opportunity to gain it. Kind of, maybe push it to the point that they will find something for him to do. I don't know what is going to happen here as a result of this whole exercise. Who knows? [REDACTED] Before we are through there may be a push to liberalize things if you are going to retire. I must admit this inclines me a little toward holding off on this one.

25X1A9a

[REDACTED] You missed my point. I was saying could you go back and say, does this tie in with a planned date of retirement? That the Retirement Board needs to know this in considering these cases. I don't know.

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25X1A9a [REDACTED] The last medical he had in 1969 said, "qualified, current duties, DD only" -- departmental duties only.

25X1A9a [REDACTED] That changes the possibility of his going overseas then. He could still go TDY, I guess. This comes awfully close to the edge of qualifying. Well, it would be justified, the additional funds needed to send him TDY.

MR. FISHER: I am assuming there is a legitimate TDY and just picking him rather than somebody else.

25X1A9a [REDACTED] That is the point -- he is qualified for "X" number of types of duties.

25X1A9a [REDACTED] A one-man support station and he comes on home leave -- let Bill fill in for him a couple of months.

25X1A9a [REDACTED] Would it help him at all to say he appears to fall  
30  
about 30 days short? To give them a little planning figure?

25X1A9a [REDACTED] How do we count the 66 days? Twenty-two working days in a month or 30 calendar days?

25X1A9a [REDACTED] And <sup>he</sup> [REDACTED] said one day a month for 66 months.  
Presumably it was a work day.

25X1A9a [REDACTED] That would still leave him a little bit short.  
[REDACTED] At age 54 he has not reached optional retirement with Civil Service.

MR. FISHER: His birthday is October 16th. This October he will be 55 and he could go out discontinued service without any reduction in annuity -- which is pretty close to CIARDS, losing only the additional benefit of CIARDS.

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25X1A9a [REDACTED]: He could go April, 1972, without any reduction -- optional.

MR. FISHER: In any event, we were talking only about, are we buying a possible early retirement by putting him into CIARDS, and I am only pointing out he could go out involuntarily under Civil Service as well, and without a reduction. You know, I am a little uncomfortable -- if he came back and said, "Do this for me and I will be retiring" -- I suppose we would be leaning. I don't really have a good sound basis for saying we want it as part of our calculations before we make a decision. He could say: "Does that really have a bearing?"

25X1A9a

[REDACTED] And you would have trouble saying, "yes".

But it does.

It does, but we couldn't officially.

MR. FISHER: I must admit at this point I am more on the side of rejecting it. But I am certainly ready for any kind of motion.

25X1A9a

[REDACTED] When we send out word to them now, don't we say -- "If there are any other circumstances that you wish to call to the Board's attention", and then let him know that we really mean: when do you plan to retire?

25X1A9a

[REDACTED] We say he can appeal to the Director and give him 30 days.

25X1A9a

[REDACTED] I feel if we accept (a) as qualifying service, that we need to approve his request.

MR. FISHER: You are really converting it to full time?

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25X1A9a [REDACTED] Yes. And I am accepting <sup>that</sup> ~~that~~ he is saying one day - which means approximately one day out of a month. It might have been two days. Suppose he had said two days, would we have any better way of checking whether it was one day or two days?

25X1A9a [REDACTED] He says it is a minimum average of one day.  
[REDACTED] If it was a day and a half, it would be good.  
[REDACTED] I think we should support it. Maybe he will retire when he knows the squeeze is on.

25X1A9a [REDACTED] It would be a sweetener toward that, there is no question.

MR. FISHER: He needs 30 more days, and we are saying when it is a minimum estimate we are sort of taking it into consideration with everything else.

25X1A9a [REDACTED] And (b) could be considered a plus also - armed escort duties.

25X1A9a [REDACTED] I agree. I move for approval.  
[REDACTED] I move we approve.

. . . This motion was then <sup>s</sup>econded ~~and~~ and passed . . .

25X1A9a MR. FISHER: The next one is [REDACTED] who needs 10 months and 19 days. If everything he says is true, it is rather overwhelming. Paragraph (a) is a good clean five months. For his service in 1952 I can't think of anything much better service than being with hostile agents making threats on his life. When you get to (c) --

25X1A9a [REDACTED] Had 22 separate cases.

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MR. FISHER: --it is hard to see that wouldn't equate to a 150 days of the five additional months he needs. I am even discounting the 20 days. In other words, there was always the question of whether the escort duty is good.

25X1A9a [REDACTED] Let me say I called him today regarding (c) to get a little more detail.

MR. FISHER: I find myself saying: "If Osborn signed it, I assume he is saying that is pretty accurate."

25X1A9a [REDACTED] I asked him on these 22 days whether he, in fact, was out with them in safehouses, etc. The answer is, he was not out with them on a continuing basis. He was the Deputy Chief of the unit that handled this sort of thing for a portion of the time and Chief for the other portion. He was out periodically with them and spending a half day in the house with the defectors. That wouldn't have added up to the necessary time. And I talked to him about the sensitive case that he mentions here and on that one very definitely he spent considerable time actually handholding and dealing with the case. The impression I had after going over it with him was that more good time was involved in this extremely sensitive case than in the other 22.

MR. FISHER: But in total you feel that he did get the five months?

25X1A9a [REDACTED] And the sensitive case was going before he got into this unit in 1966 and it carried on until 1969. You know the case, John.

25X1A9a [REDACTED] Yes. That ought to be double time.

25X1A9a [REDACTED] It was a real rough case. And he was spending considerable time with that case.

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MR. FISHER: Charlie, again, I think you are saying in total you find five months out of (c)?

25X1A9a [REDACTED] Yes.

MR. FISHER: I don't have any trouble. I think we are ready for a motion.

25X1A9a [REDACTED] I have a question. How has the Board historically  
25X1C treated [REDACTED] this type of qualifying service?

25X1C MR. FISHER: If it was five years being an [REDACTED]  
absolutely not. I don't know that we ever had to zero in on it for any  
significant period of time. Again, I think only when it was clearly  
a departure from his normal duties would we even throw it in. Isn't  
25X1C this the sense of the Board?

25X1A9a [REDACTED] You said, [REDACTED] -- [REDACTED] which para-  
graph are you referring to and what do you really mean?

25X1A9a [REDACTED] I thought it was (a).

25X1C [REDACTED] That is [REDACTED]

MR. FISHER: I thought he was referring to the previous case.

25X1C [REDACTED]

25X1C [REDACTED]  
[REDACTED] I don't think <sup>that carrying</sup> (as part of a man's job to carry) a weapon <sup>qual</sup>  
or move <sup>in</sup> classified documents or currency around is part of domestic ser-  
vice.

25X1A9a [REDACTED] But you do distinguish between [REDACTED]

25X1C

25X1C [REDACTED]

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25X1A9a [REDACTED] I think we have always considered that qualifying.

MR. FISHER: The fact being in so many of these cases, somebody might really be trying to spring this guy. This has happened on occasion. He is really sitting in a pretty hot situation. We have made the distinction.

25X1A9a [REDACTED] I draw a distinction between (b) and (a), for example. In (b) there were probably a lot of cops and everything else around doing the same thing. That is a different situation.

MR. FISHER: We have also argued that the Secret Service people who do this for a living have a very early retirement system.

25X1A9a [REDACTED]  
25X1C [REDACTED]  
25X1C [REDACTED]

MR. FISHER: I'm higher on that than I am for the Finance guy.

25X1A9a [REDACTED] So am I, but I put them both below [REDACTED]  
25X1C [REDACTED]  
25X1C [REDACTED].

25X1A9a MR. FISHER: I think we are ready for a motion on [REDACTED]  
25X1C

25X1A9a 25X1C [REDACTED]  
[REDACTED]

25X1A9a [REDACTED] He could make a good argument if the Secret Service and FBI get early retirement, it ought to be creditable. It isn't so sexy but [REDACTED] still --

MR. FISHER: But every armed guard does not have an early retirement system.

25X1A9a I think we have a nomination and second. It's unanimous on [REDACTED]

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And that brings us to [REDACTED] who is a

25X1A9a Support type. Again, an OS case.

25X1A9a [REDACTED] Here we seem to have [REDACTED] involved.  
25X1C

MR. FISHER: Right.

25X1A9a [REDACTED]  
25X1C

25X1C

MR. FISHER: Have you been able to get anything out of this?

25X1A9a [REDACTED] Yes. I called him up to the office and went over it  
in detail. After talking to him I felt there was no question, all of this  
time is actual time with a defector - all 27 months. Now, I told him  
that the Board would probably want him to come down and go into the same  
detail before the Board here that he went into with me. And I think it  
might be well to do so. But there wasn't any question in my mind after  
having the discussion -- it is a much better case than it appears here.

MR. FISHER: My feeling really was just that. I'd like to get this  
guy down and hear about it. I must admit you have gone through it all.  
We can only table the case. I don't suppose you want to try to get him  
down now?

[REDACTED] He is in Security here.

25X1A9a [REDACTED] If Charlie is satisfied, isn't that it?

MR. FISHER: Charlie, you have questioned him in detail and you  
were completely satisfied?

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25X1A9a [REDACTED] I did and I had no problem with it.

MR. FISHER: [REDACTED] Then I am satisfied -- since you have gone through it, does that satisfy the Board?

. . . The Board indicated in the affirmative . . .

MR. FISHER: I am ready for a motion.

25X1A9a [REDACTED] I move it be approved.

[REDACTED] Second.

. . . This motinn was then passed . . .

. . . The meeting adjourned at 2:50 p.m. . . .

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